



# United States Army Physical Disability Agency



***"People Always ... Mission  
First"***

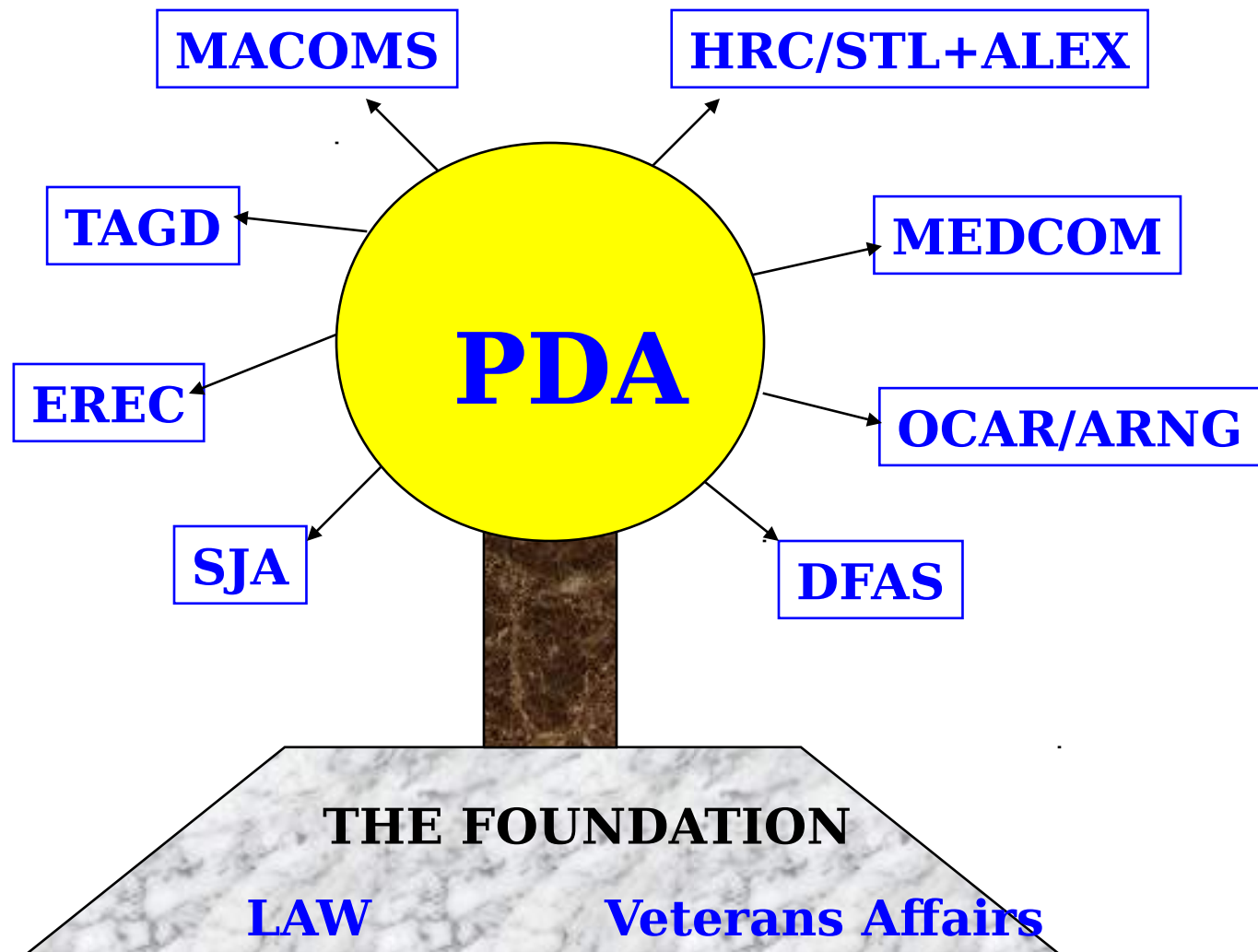


## **Physical Evaluation Board Process**

**Mr. Charles Oliver**  
**Ft Sam Houston Physical Evaluation Board**

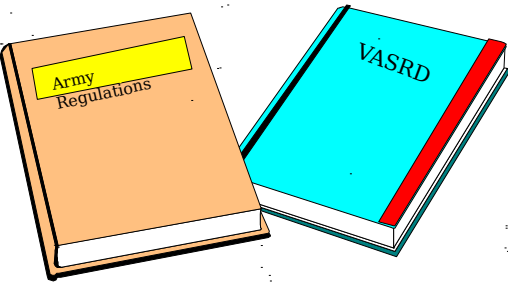


# The Big Picture





# Governing Directives



- ★ Title 10 U.S.C., Chapter 61
- ★ Department of Defense Directive 1332.18
- ★ DOD Instruction 1332.38
- ★ DOD Instruction 1332.39
- ★ AR 40-501 Standards of Medical Fitness
- ★ AR 40-400 Patient Administration
- ★ AR 635-40, Phys Evaluation for Retention Retirement or Separation
- ★ AR 600-60, Physical Performance Evaluations
- ★ Veterans Affairs Schedule for rating Disabilities (VASRD)



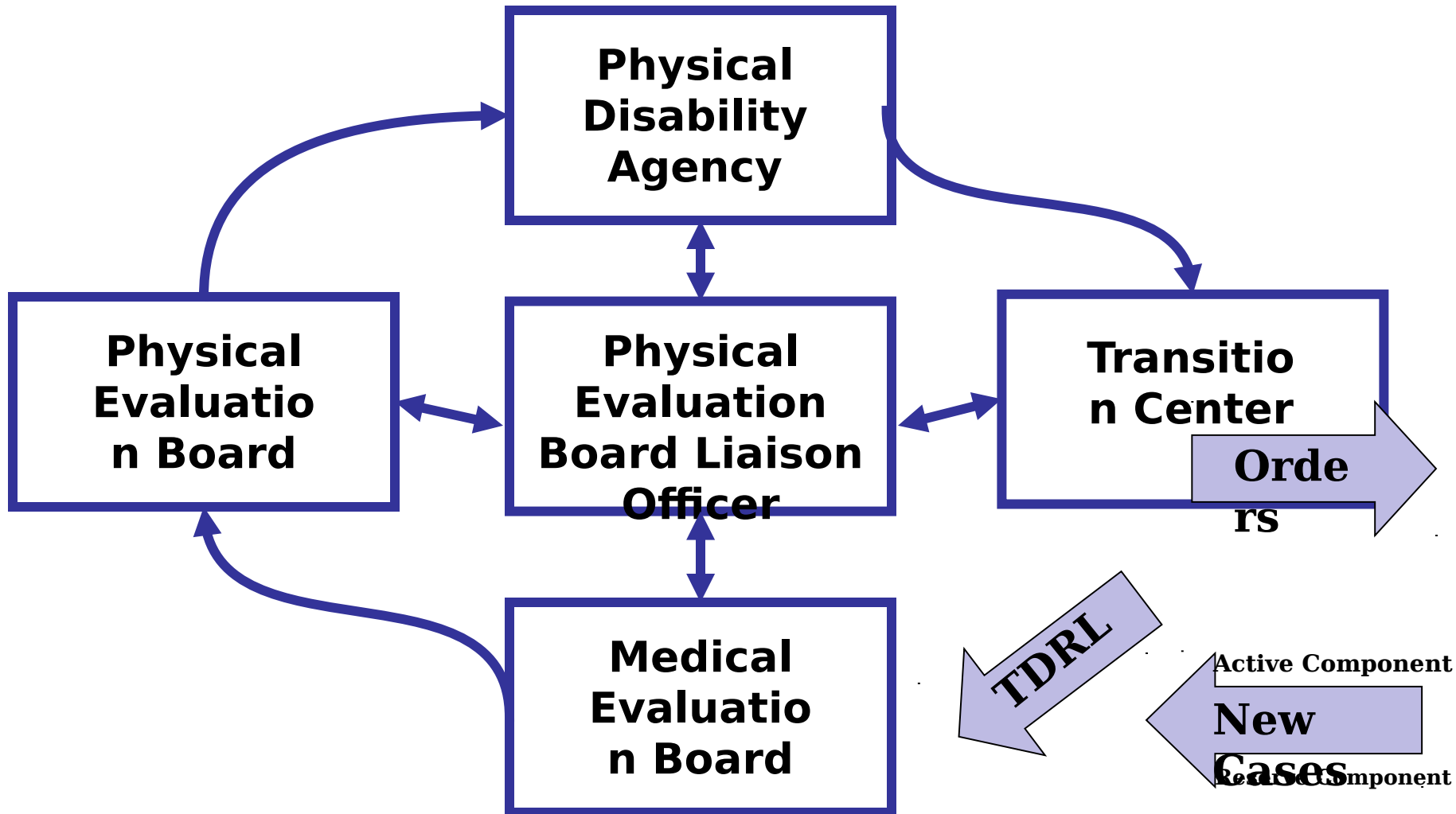
# Physical Disability Evaluation System (PDES)



- **Purpose**
  - **Maintain an effective and fit military organization**
  - **Provide benefits for eligible Soldiers**
  - **Protect the rights and interests of Soldier & Govt**
- **Medical Evaluation Board (MEB) -**
  - **Documents medical status and duty restrictions--  
Retention Standards (Y/N)**
    - *Duty performance*
    - *Assignment location*
- **Physical Evaluation Board (PEB) -**
  - **Reviews MEB and requirements of PMOS**
  - **Determines fitness or unfitness for duty**



# The Disability Case Flow





# **US Army Physical Disability Agency**



## **MISSION**

**Provide full and fair hearing to determine Soldier's physical fitness for continued military service, determine level and type of compensation, and take action to separate or retire Soldier when his/her career is interrupted by reason of mental or physical disability.**



# Organization Chart Physical Disability Agency



**COMMANDING GENERAL**  
COL Reuben D. Jones

## Physical Evaluation Boards

**D.C.**  
COL Philip Swinford

**Fort Sam Houston**  
COL Troy Lovett

**Fort Lewis**  
COL John O'Sullivan

**Mobile (D.C.)**  
COL Gail Gerding

### DCO

COL Carlton Buchanan

### Sr Medical Advisors

Dr David Armitage  
Dr. Audrey Tomlinson

### Operations Officer

LTC Theopia Deas

### Resource Mgmt

Mr Dave Turban

### Reserve Components

COL Martin Tittle  
LTC Sheila Sidberry  
LTC Cheryl Becker

### Legal Advisor

Mr Dennis Brower

### Policy Officer

Ms Frances Dennis

### CRSC/TSGLI/CIP

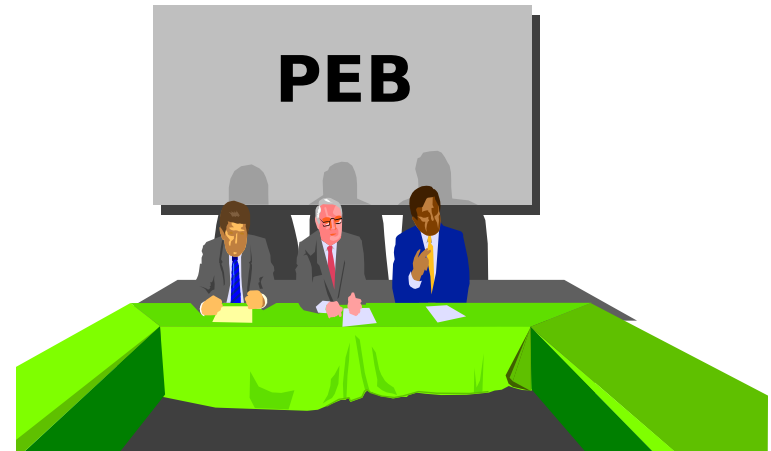
COL John Sackett  
Mr. Fred Schumacher



# Physical Evaluation Board



- Performance based system
- Applies to Active Duty, USAR, and ARNG Soldiers
- Determines Soldier's fitness or unfitness

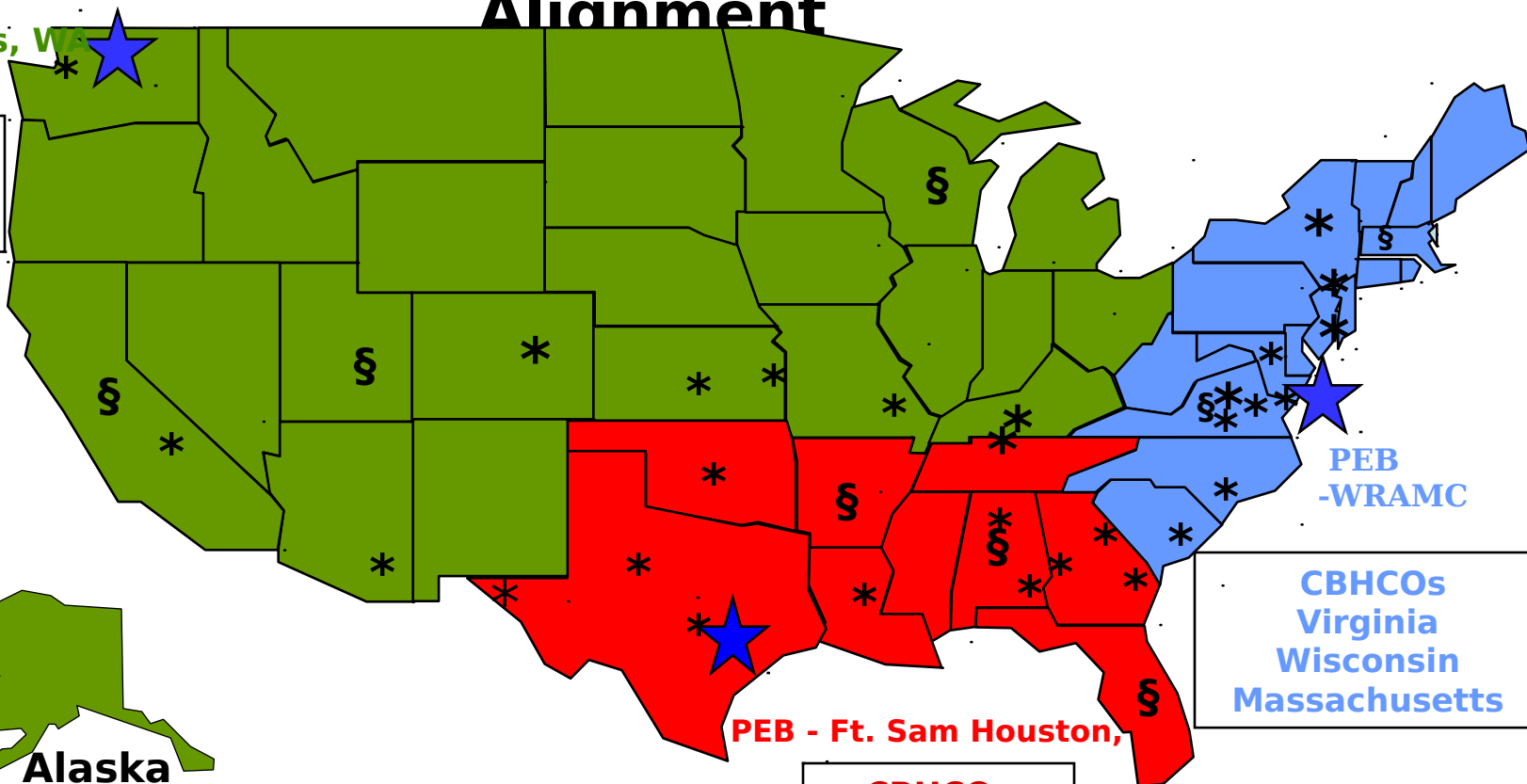


# US Army Physical Disability Agency Community Based Health Care Organization, Medical Treatment Facility, and PEB Alignment



PEB - Ft. Lewis, VA

CBHCOs  
California  
Utah



PEB  
-WRAMC

CBHCOs  
Virginia  
Wisconsin  
Massachusetts

PEB - Ft. Sam Houston,

CBHCOs  
Arkansas  
Alabama  
Florida

**Legend**  
\* MTF's § CBHCO's

Alaska

Japan

Hawaii

Germany 9



# The Disability Evaluation System

**MOS Medical Retention Board**  
(P3 Profile)

**Commander**

**Physicians**

**Medical Evaluation Board**  
(Medical Based Evaluation)

**Physical Evaluation Board**  
(Performance Based Evaluation)

- 3 Member Board (Physicians)
  - Identify impairment/illness
  - Meet Retention Standards
- COAD/COAR Application**

**Return to Duty**  
Meets Medical Retention Std Except MMRB

- 3 Member Board**
- Review case
  - Personal appearance
  - Legal

**APDAB / ABCMR**

**NOTE:** APDAB review occurs when a Soldier nonconcur with A USAPDA revision of PEB proceedings that affect disposition or rating.

(Formal Board)

(Informal Board)

**3 Member Board**

- Paper review

**Agency HQ**

- **Mandatory Review** IAW VASRD
- 1. Nonconcur
- 2. Physicians cases
- 3. General Officers
- 4. Other cases as designated by CG, USAPDA
- **Quality Review**

**PDA**

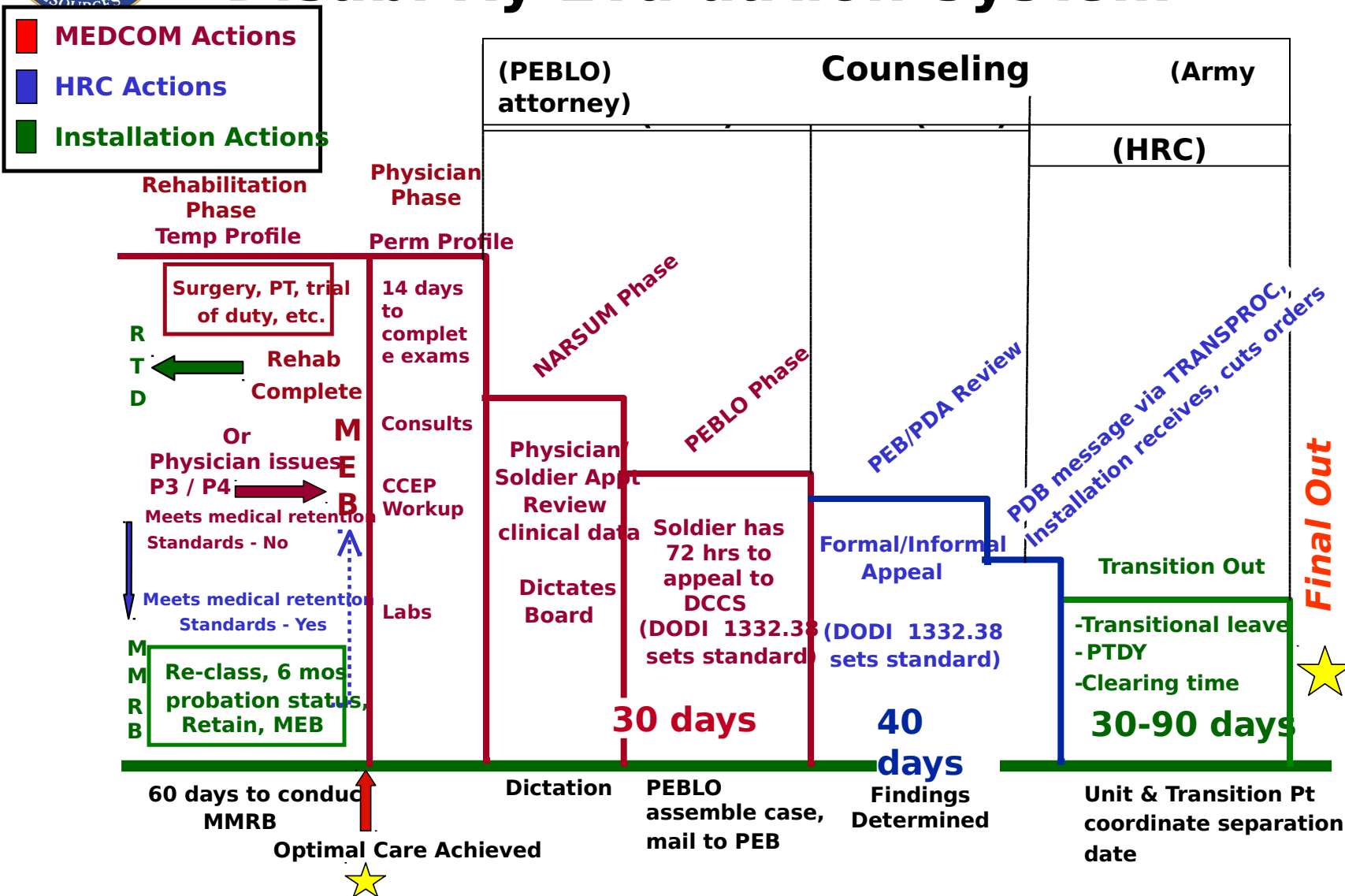
**COAD/COAR Decision(HRC)**

**Final Disposition**

**PDA**



# Elements of the Physical Disability Evaluation System





# Disability Dispositions

- **Separate with Severance Pay (SWSP)**
  - 0% - 20% rating and less than 20 years service (10 USC 1208)
  - Pay computed as: Base Pay x 2 x YOS (max 12 Yrs)
- **Separate without Benefits (SWOB)**
  - Not in Line of Duty; or
  - Existed prior to service & not service aggravatedIf less than 8 years active service
- **Permanent Disability Retirement (PDR)**
  - 20 years of service (10 USC 1208); or
  - 30% or higher rating
- **Temporary Disability Retirement List (TDRL)**
  - PDR eligible AND the disability is not stable for rating
  - 5 year tenure max
  - Periodic re-exams (18 months)
  - Minimum of 50% base pay



# Soldier's Actions



- Accept findings
- Nonconcur with or without rebuttal
- Request formal hearing
  - “Unfits” have statutory right to demand
  - “Fits” may request





# Due Process

- Why does it take so long?
  - Medical Appointments and physicals
  - MMRB/MEB Results and Findings
  - Informal Board
    - ***Rebuttal***
    - ***Addendum***
    - ***Return to MTF***
    - ***Soldier's Election***
    - ***Line of Duty***



# Due Process (continued)

- Formal Board
  - ***Availability of Legal Counsel***
  - ***Travel Funds***
  - ***Board Schedule***
  - ***Travel Orders***
  - ***Soldier's Availability***
- Orders and Transition Time
- Request for COAR



# Reserve Component Specific Determinations



- Eight Year Rule
- 15 year prequalification for retirement
- 20 year prequalification for retirement
- Elections required for SWSP and prequalification for retirement
- Release from Active Duty (REFRAD)
- Medical Retention Processing (MRP) extensions or declination



# Early Qualification For Reserve Retirement



- **Early Qualification for Retired Pay** (10 USC 12731b) pertains to selected RC members:
  - With physical disabilities not incurred in line of duty and no longer meet the qualifications for membership solely because of physical disability.
  - With EPTS conditions if RC soldier has less than 8 years of Active Federal Service.
- \* Provide for transfer to the Retired Reserve to draw retired pay at age "60".
- \*\* Must have at least 15 but less than 20 qualifying years.



# Transfer to the Retired Reserve



RC Soldiers who have 20 “good years” can elect retirement at age 60 rather than accept disability severance pay

- Not automatic -- RC member must elect option
- Decision is final; disability severance pay can not be repaid for the purposes of receiving retired pay
- RC member is transferred to the Retired Reserve for medical disqualification



# Orders



- If the Soldier is not on Active Duty, the PDA Processing Branch publishes the order
- The order is sent to the Soldier's unit for processing



# Transproc

- PDA analyst makes the TRANSPROC entry for Soldiers on Active Duty over 30 days
  - PDR
  - TDRL
  - SWOB
  - SWSP



# USAPDA Orders Processing



- PDA Analyst enters a separation date of NLT **30** days into TRANSPROC.
- Soldiers should be separated or retired as expeditiously as possible.
- Unused leave must be sold back IAW AR 635-40 and AR 600-8-10.
- Transition leave is not authorized unless the Soldier has previously sold back 60 days of leave.



# Cases by VASRD Grouping FY06

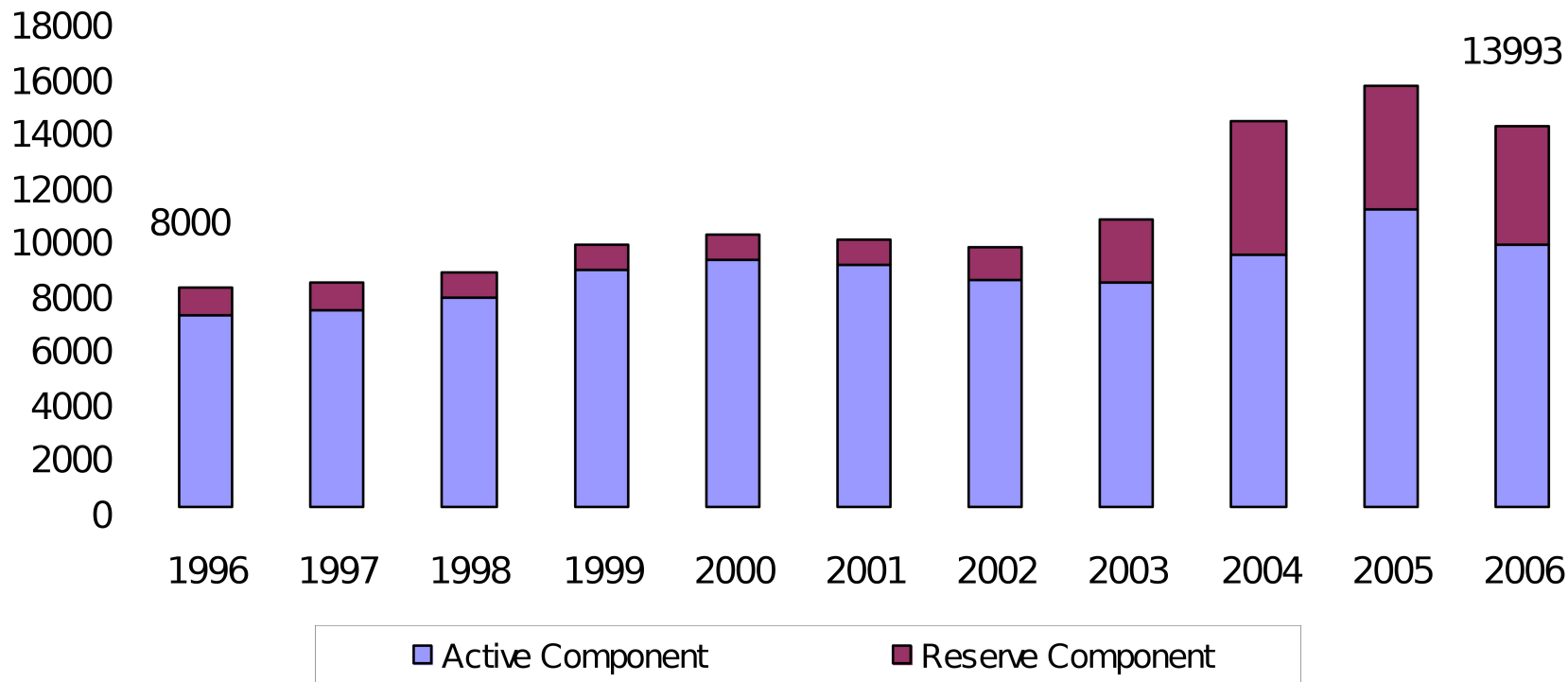


SYSTEM	VASRD RANGE	PERCENTAGE
Musculoskeletal system (ortho)	5000 - 5398	61.85%
Neurological conditions and convulsive disorders	8000 - 9198	11.44%
Mental Disorders	9200 - 9598	11.70%
Respiratory System	6500 -6898	4.71%
Organs of special sense (eye, ear, taste, smell	6000 - 6298	2.03%
Endocrine System	7900 - 7998	1.70%
Digestive System	7200 - 7398	1.58%
Cardiovascular System	7000 - 7198	1.67%
Skin Disorders	7800 - 7898	1.48%
Genitourinary System	7500 -,7598	0.93%
Heme and Lymphatic System	7700 - 7798	0.34%
Infectious diseases, immune disorders, and nutritional deficiencies	6300 - 6398	0.28%
Gynecological conditions and conditions breast	7600 - 7698	0.24%
Dental and oral conditions	9900 - 9998	0.05%



# USAPDA Caseload

## PDA Caseload FY 1996 - FY 2006





# US Army versus VA Disposition



- Army rates only conditions determined to be physically unfitting, compensating for the loss of a military career
- **VA** may rate any service-connected impairment, thus compensating for loss of civilian employability
- Army ratings are permanent upon final disposition
- **VA** rating may fluctuate with time, depending upon the progress of the condition
- Army disability compensation is affected by years of service and basic pay
- **VA** compensation is a flat amount based upon the percentage of rating received.



# US Army Physical Disability Agency Points of Contact



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## USAPDA WEBSITE

[https://www.hrc.army.mil/site/active/TAGD/Pda/pdapage.  
htm](https://www.hrc.army.mil/site/active/TAGD/Pda/pdapage.htm)